



“Long-term commitment to new learning and new philosophy is required of any management that seeks transformation.”

W. Edwards Deming

THE W. EDWARDS DEMING AWARD 2008-2009

GS GRADUATE
SCHOOL USDA.
Pathways to Performance and Success

THE W. EDWARDS DEMING AWARD

The W. Edwards Deming Award is presented annually to a federal government organization, or a civilian or uniformed branch of the military, in recognition of an impressive workforce development and training program that has measurably improved the organization's performance. The award was created to encourage organizations to pursue employee education initiatives that have a positive and direct impact on organizational performance.



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Eligibility

The W. Edwards Deming Award is presented annually to a federal government organization, or a civilian or uniformed branch of the military, in recognition of an impressive workforce development education or training initiative that has measurably improved the organization's performance. Individuals are not eligible for this award.

Nominated projects must have been completed within three years prior to the nomination deadline.

Criteria

Priority will be given to nominations that meet the following criteria:

- The workplace training or education initiative was outcome-based rather than activity-based; it resulted in a verifiable improvement in some aspect of the organization's performance.
- A sound rationale was evident to support the decision to utilize training (rather than alternatives) to address the organizational performance deficiency.
- A sound methodology was used to determine and objectively verify the organizational impact of the training initiative.

All submissions should meet the requirements detailed in this document. The deadline for receipt of nominations is February 4, 2009, 5:00 p.m. Central Time.

Recognition

The W. Edwards Deming Award offers the prestige of recognition by the Graduate School, an organization that has been committed to providing workplace development training and services to the government sector since 1921. The winner of the W. Edwards Deming Award will be honored in the following ways:

- Award presentation at the Graduate School sponsored event to be held in Washington, D.C. area
- Recognition at events and in publications honoring contributions to the training and development of the public sector
- Profiles and press releases in Graduate School publications and on the School's Web site.

The recipient organization joins an exemplary group of previous award-winning organizations from throughout the federal government that have been recognized for exceptional accomplishments in employee training and development.

Completing the Nomination

Keep in mind that the Selection Board will evaluate many nominations. The most successful nominations are those that adhere to the following suggestions:

- Pay close attention to the award criteria. Explain specifically how the nominated program meets the criteria.
- Focus on the results of the employee training program on your organization's performance.
- Stress the factors that make the program exceptional or noteworthy.
- Substantiate all claims. Provide information that objectively verifies the successful results of the nominated program on your organization's performance.
- Avoid acronyms and jargon. Members of the Selection Board may not be familiar with agency specific terms.
- Include a one-page summary of the nominated program. The summary may be made available to the media and other interested parties.

Please do not submit supplementary attachments, videos, CDs, audio cassettes or other items. Supplementary materials will not be considered by the Selection Board. Entries may not exceed 20 pages.

Information Also Available Online

Visit the Graduate School Web site at www.grad.usda.gov/deming for information on past winners.

The Selection Board

The Selection Board consists of a panel of leaders in the field of public administration and workforce education who have volunteered their time and expertise to review nominations and select the annual award recipient. Before evaluation by the board, all nominations are screened for eligibility and completeness. In the event a nomination is received from a board member's agency, the member will excuse him/herself from consideration of that nomination. The decision of the Selection Board is final.

Nomination Form

All entries must be typewritten and may not exceed 20 pages. All entries must be accompanied by this form and a one-page summary of the nominated program.

Part I: Nominee Information

Organization Nominated (Provide the organization's name as it should be engraved on the award, if selected)

Mailing Address of Above

City

State

Zip

Telephone

Fax

Part II: Time Frame

Nominated projects must have been completed within three years prior to the nomination deadline.

Starting Date of Training Initiative_____Ending Date of Training Initiative_____

Part III: Description of Training Initiative and Impact on the Organization's Performance

Through detailed responses to the items below, describe the employee education or training program you are nominating, and its impact on the organization's performance.

1. Briefly explain the overall mission of the organization (or specific unit) being nominated.
2. Describe the purpose or desired outcome of the training initiative. What aspect of the organization's organizational performance was the program designed to correct or improve?
3. Describe how and why it was determined that employee training and development would resolve the performance issue or deficiency.
4. Include information on the characteristics of the individuals, teams or organizations that received the training and on the training design process. Explain how the program was linked to the organization's accomplishment of its mission.
5. Provide a timeline of the program's primary activities.
6. Clearly explain how the employee education or training program resulted in a positive impact on the achievement of organizational goals. Objectively document the outcomes or results of the program, and their positive impact on the organization's mission.

Part IV: Nominator Information and Signature

Name and Title of Contact Person Familiar with this Submission

Organization

Mailing Address

City

State

Zip Code

Telephone

Fax

E-mail

Signature

Date

All entries must include this completed nomination form plus a one-page summary of the initiative. Entries may not exceed 20 pages. E-mail or send the nomination to:

Graduate School, USDA
ATT: Deming Award
Suite 2990
230 S. Dearborn Street
Chicago, IL 60604
(312) 353-2919
chicago@grad.usda.gov

All nominations must be received by 5:00 p.m. CST on February 4, 2009.

All nominations become the property of the Graduate School and will not be returned.